

The Great Lakes Fisheries Leadership Institute: Evaluating a fisheries Extension education program's ability to serve constituent and community needs while developing future fisheries leaders



PRE-GLFLI WORKSHOP SURVEY

Greetings! The Great Lakes Sea Grant Programs received funding to conduct a Great Lakes Fisheries Leadership Institute (GLFLI) and you are among a chosen few to participate in the Institute. The project is operating on a regional, lake and state level to provide emerging citizen fishery leaders with the knowledge and skills to effectively interact with Great Lakes fishery management organizations for the benefit of the fishery and its stakeholders. Your participation in this evaluation exercise may help us: 1) measure the impact of the institute, and 2) improve the quality of the institute during and after this first year of operation.

This survey deals with evaluating your experience with the Great Lakes Fishery Leadership Institute. We are interested in learning more about your knowledge, opinions, and attitudes in relation to your experience as a GLFLI participant. Your participation in this evaluation is completely voluntary, but please know that your opinions and the information that you provide are important to us and will contribute toward enhancing and improving future GLFLI efforts. Your voluntary completion of the pre- and post-workshop survey indicates your consent to participate in this evaluation effort, however, you may choose to notify us at any time and for any reason if you do not wish to participate or choose to be excluded from this survey or this evaluation study.

Thank you for taking the time to help us in the evaluation effort.

Participant Name: \_\_\_\_\_ Date: \_\_\_\_\_

State Sea Grant Program: \_\_\_\_\_ (i.e., Michigan, Ohio, etc.)

Great Lake Represented: \_\_\_\_\_ (i.e., Lake Huron, Lake Erie)

Session (please circle one): State Session                      Lake Session

PLEASE NOTE: Your name will be strictly confidential and used only for the purpose of matching pre- and post- survey documents; after pre- and post surveys are matched, this cover page including your name will be physically removed from this survey document. **For the purposes of this evaluation, your responses will remain unassociated with your name and confidential as the Great Lakes Sea Grant Network prepares summaries of all responses.**

**This portion of the survey is intended to help us understand your general knowledge and skills relating to the Great Lakes fishery:**

1. We would like to gain a better understanding of your knowledge related to the biological and ecological aspects of the Great Lakes fishery prior to your participation in the Great Lakes Fisheries Leadership Institute. **Please rate your own current knowledge** of the Great Lakes fishery based on the following statements. For each statement, please indicate whether you are Very Unknowledgeable, Somewhat Unknowledgeable, Neither Knowledgeable nor Unknowledgeable, Somewhat Knowledgeable, or Very Knowledgeable. Circle only one response per statement.

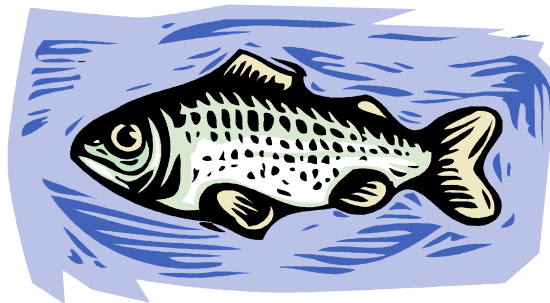
		1 Very Unknowledgeable	2 Somewhat Unknowledgeable	3 Neither Knowledgeable nor Unknowledgeable	4 Somewhat Knowledgeable	5 Very Knowledgeable
a	Great Lakes issues and concerns	VU	SU	N	SK	VK
b	Basic understanding of fish biology	VU	SU	N	SK	VK
c	Biological basis for fish production in Great Lakes waters	VU	SU	N	SK	VK
d	Understanding of essential fish habitats	VU	SU	N	SK	VK
e	Fisheries management techniques applied to achieve fishery management (such as regulations and policies)	VU	SU	N	SK	VK
f	Effects of contaminants on Great Lakes fishery goals or objectives (such as habitat and fish reproduction)	VU	SU	N	SK	VK
g	Effects of aquatic nuisance species on the sustainability of the Great Lakes fishery	VU	SU	N	SK	VK
h	Identifying Great Lakes fish	VU	SU	N	SK	VK
i	The role of genetics in fisheries management activities	VU	SU	N	SK	VK
j	Native species rehabilitation efforts (such as Coaster Brook Trout, Lake Trout)	VU	SU	N	SK	VK
k	Aquatic food webs associated with Great Lakes fisheries	VU	SU	N	SK	VK
l	Plankton (zooplankton, phytoplankton)	VU	SU	N	SK	VK
m	Forage fishes	VU	SU	N	SK	VK
n	Wetlands	VU	SU	N	SK	VK
o	Aquatic plants	VU	SU	N	SK	VK
p	Watersheds	VU	SU	N	SK	VK

2. We would like to gain a better understanding of your knowledge and understanding of social, political, and cultural aspects of the Great Lakes fishery prior to your participation in the Great Lakes Fisheries Leadership Institute. **Please rate your own current knowledge** of the Great Lakes fishery based on the following statements. For each statement, please indicate whether you are Very Unknowledgeable, Somewhat Unknowledgeable, Neither Knowledgeable nor Unknowledgeable, Somewhat Knowledgeable, or Very Knowledgeable. Circle only one response per statement.

		1 Very Unknowledgeable	2 Somewhat Unknowledgeable	3 Neither Knowledgeable nor Unknowledgeable	4 Somewhat Knowledgeable	5 Very Knowledgeable
a	The economic importance that Great lakes fisheries have on regional, statewide, and coastal community scales	VU	SU	N	SK	VK
b	Diversity of user groups or stakeholders of Great Lakes fisheries	VU	SU	N	SK	VK
c	Sportfishing in the Great Lakes	VU	SU	N	SK	VK
d	Commercial fishing in the Great Lakes	VU	SU	N	SK	VK
e	Charter fishing industry in the Great Lakes	VU	SU	N	SK	VK
f	Native American or tribal fishing in the Great Lakes	VU	SU	N	SK	VK
g	Political environment within which Great Lakes fishery management operates	VU	SU	N	SK	VK
h	Social and cultural aspects of the Great Lakes fishery	VU	SU	N	SK	VK
i	Understanding of fish consumption advisories	VU	SU	N	SK	VK
j	History of the Great Lakes fishery	VU	SU	N	SK	VK
k	Human influences on Great Lakes aquatic environments	VU	SU	N	SK	VK
l	Influences of Great Lakes aquatic environments on humans	VU	SU	N	SK	VK

3. Before participating in the Great Lakes Fisheries Leadership Institute, how would you **rate your own current knowledge** in relation to your involvement with the Great Lakes fishery? For each of the following statements, please indicate whether you Strongly Disagree, Moderately Disagree, Neither Agree nor Disagree, Moderately Agree, or Strongly Agree. Circle only one response per statement.

		1 Strongly Disagree	2 Moderately Disagree	3 Neither Agree nor Disagree	4 Moderately Agree	5 Strongly Agree
a	I know how to provide effective leadership on fisheries management issues.	SD	MD	N	MA	SA
b	I have access to a network of experts (such as researchers, biologists) from a variety of backgrounds to call upon to effectively address and/or advocate regional needs.	SD	MD	N	MA	SA
c	I have a good understanding of Great Lakes issues and concerns.	SD	MD	N	MA	SA
d	I understand fishery issues and concerns of <u>other</u> fishery stakeholders (such as other fishery groups or those from other Great Lakes regions).	SD	MD	N	MA	SA
e	I have enough understanding of Great Lakes fishery institutions and their roles.	SD	MD	N	MA	SA
f	I know about different skills needed for fisheries leadership.	SD	MD	N	MA	SA
g	I understand how the legislative process works in my state.	SD	MD	N	MA	SA
h	I understand my state agencies' regulatory processes toward fisheries management.	SD	MD	N	MA	SA
i	I know about various sources of information relating to the Great Lakes fishery.	SD	MD	N	MA	SA
j	I know of potential partners relating to fisheries work.	SD	MD	N	MA	SA
k	I know about my state fishery management institutions.	SD	MD	N	MA	SA
l	I know about regional or national fishery management institutions.	SD	MD	N	MA	SA
m	I know of different funding authorities relating to the Great Lakes fishery.	SD	MD	N	MA	SA



4. In the following statements please **rate your comfort and skills** in relation to your involvement with the Great Lakes fishery. For each of the following statements, please indicate whether you Strongly Disagree, Moderately Disagree, Neither Agree nor Disagree, Moderately Agree, or Strongly Agree.

<u>Circle only ONE response per statement.</u>		1 Strongly Disagree	2 Moderately Disagree	3 Neither Agree nor Disagree	4 Moderately Agree	5 Strongly Agree
a	I have the skills necessary to provide leadership on fishery management issues.	SD	MD	N	MA	SA
b	I can teach others what I know about Great Lakes fishery resources.	SD	MD	N	MA	SA
c	I can increase public participation in Great Lakes fisheries.	SD	MD	N	MA	SA
d	I feel I can influence policy decisions made by fisheries management agencies.	SD	MD	N	MA	SA
e	I feel I have the ability to influence legislation that relates to fisheries management.	SD	MD	N	MA	SA
f	I am comfortable with my ability to work with different fishery management agencies and institutions.	SD	MD	N	MA	SA
h	I can lead a group meeting.	SD	MD	N	MA	SA
i	I can provide leadership in a conflict situation.	SD	MD	N	MA	SA
j	I can locate information and resources about my Great Lake and its watershed.	SD	MD	N	MA	SA
l	I am likely to work with people or partners in addressing and/or advocating fishery needs.	SD	MD	N	MA	SA
m	I feel I can communicate with Great Lakes fishery stakeholders and leaders (such as sport or commercial fishing organizations) from a variety of backgrounds.	SD	MD	N	MA	SA

**The next section of this survey is intended to help us understand why you have chosen to participate in the Great Lakes Fishery Leadership Institute (GLFLI):**

5. Please list or describe what you hope to learn or gain through your participation in the GLFLI:

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6. It's likely that you are seeking a great deal of information from GLFLI. For each of the following statements, please indicate whether you Strongly Disagree, Moderately Disagree, Neither Agree nor Disagree, Moderately Agree, or Strongly Agree. (Circle only one response for each statement)

Would you say that you are primarily looking for information that benefits:		1 Strongly Disagree	2 Moderately Disagree	3 Neither Agree nor Disagree	4 Moderately Agree	5 Strongly Agree
a	You individually?	SD	MD	N	MA	SA
b	Your specific fisheries related organization?	SD	MD	N	MA	SA
c	Many different fisheries organizations ?	SD	MD	N	MA	SA
d	Your local geographic community?	SD	MD	N	MA	SA
e	Your entire state?	SD	MD	N	MA	SA
f	A specific individual Great Lake?	SD	MD	N	MA	SA
g	The entire Great Lakes fishery and ecosystem?	SD	MD	N	MA	SA

7. In participating in the Great Lakes Fisheries Leadership Institute you have an interest in volunteering or serving in leadership roles within the Great Lakes fisheries. How would **you rate the following statements in relation to your motivations to volunteer as a leader in the Great Lakes fisheries**, please indicate whether you strongly Disagree, Moderately Disagree, Neither Agree nor Disagree, Moderately Agree, or Strongly Agree. Circle only one response per statement.

Reasons for participating in the GLFLI....		1 Strongly Disagree	2 Moderately Disagree	3 Neither Agree nor Disagree	4 Moderately Agree	5 Strongly Agree
a	Opportunity to learn more about Great Lakes fisheries sciences and management	SD	MD	N	MA	SA
b	People I know share interest in community service	SD	MD	N	MA	SA
c	Can do something for a fisheries cause	SD	MD	N	MA	SA
d	Way to make new friends	SD	MD	N	MA	SA
e	Will look good on my resume	SD	MD	N	MA	SA
f	Is a good escape from my own troubles	SD	MD	N	MA	SA
g	Will help me succeed in my chosen profession	SD	MD	N	MA	SA
h	Learn about fisheries management and issues through hands on experience	SD	MD	N	MA	SA
i	Can learn how to deal with a variety of people	SD	MD	N	MA	SA
j	Helps me feel better about myself	SD	MD	N	MA	SA
k	Those close to me value community service highly	SD	MD	N	MA	SA
l	Allows me to explore different career options	SD	MD	N	MA	SA
m	Helps me work through my own problems	SD	MD	N	MA	SA
n	Allows me to gain new perspective on things	SD	MD	N	MA	SA
o	Makes me feel needed	SD	MD	N	MA	SA
p	Friends volunteer with fisheries related organizations	SD	MD	N	MA	SA
q	Helps me forget about how bad I've been feeling	SD	MD	N	MA	SA
r	People I'm close to want me to volunteer	SD	MD	N	MA	SA
s	Can help me get a foot in the door where I want to work	SD	MD	N	MA	SA
t	Can explore my own strengths	SD	MD	N	MA	SA
u	Genuinely concerned about Great Lakes fisheries	SD	MD	N	MA	SA
v	Feel it is important to help others	SD	MD	N	MA	SA
w	Relieves guilt over being more fortunate than others	SD	MD	N	MA	SA
x	Feel compassion for people in need	SD	MD	N	MA	SA
y	Volunteering is important to those I know best	SD	MD	N	MA	SA
z	Can make new contacts that help my career	SD	MD	N	MA	SA
aa	Increase my self-esteem	SD	MD	N	MA	SA
bb	Concerned about those less fortunate than myself	SD	MD	N	MA	SA
cc	By volunteering I feel less lonely	SD	MD	N	MA	SA
dd	Makes me feel important	SD	MD	N	MA	SA
ee	I enjoy the status of belonging to the Great Lakes Fishery Leadership Institute	SD	MD	N	MA	SA

**Before your participation in the GLFLI, we are interested in learning more about your involvement in fisheries related activities, including your intended service project. Please answer the following questions:**

8. Briefly describe your intended fisheries-related service project (It is o.k. if your service project plans have changed from your original statement of intent. Please provide your most current ideas, plans, and intent.)\_\_\_\_\_

9. How comfortable are you actually carrying out your intended fisheries related service project?

(Please Check One.)

- 1 ☐ Very Uncomfortable
- 2 ☐ Somewhat Uncomfortable
- 3 ☐ Neither Comfortable nor Uncomfortable
- 4 ☐ Somewhat Comfortable
- 5 ☐ Very Comfortable

10. Do you believe that you have the appropriate knowledge and skills **to plan and organize** the service project you have selected?

(Please Check One.)

- 1 ☐ Strongly Disagree
- 2 ☐ Moderately Disagree
- 3 ☐ Neither Agree nor Disagree
- 4 ☐ Moderately Agree
- 5 ☐ Strongly Agree

11. Do you believe that you have the appropriate knowledge and skills **to carry out** your service project you have selected?

(Please Check One.)

- 1 ☐ Strongly Disagree
- 2 ☐ Moderately Disagree
- 3 ☐ Neither Agree nor Disagree
- 4 ☐ Moderately Agree
- 5 ☐ Strongly Agree



**Great Lakes Sea Grant  
Fisheries Leadership Institute**

**We are interested in learning more about your current ideas about fisheries leadership. The following questions are intended to help us understand how you view leadership and your intended involvement as a future fishery leader.**

12. There are many aspects relating to leadership around the Great Lakes Fisheries. Please **rate the importance of the following statements in relation to your success as a leader in the Great Lakes fisheries.** Please indicate for each statement whether it is Very Unimportant, Somewhat Unimportant, Neither Important nor Unimportant, Somewhat Important, or Very Important. Circle only one response per statement.

<b>In order to be effective as a Great Lakes fishery leader, it is most important that ...</b>		<b>1 Very Unimportant</b>	<b>2 Somewhat Unimportant</b>	<b>3 Neither Unimportant nor Important</b>	<b>4 Somewhat Important</b>	<b>5 Very Important</b>
a	I am elected or appointed to key leadership positions within a group or organization.	VU	SU	N	SI	VI
b	I generate opportunities for shared decision making within groups.	VU	SU	N	SI	VI
c	I am part of a leadership process involving many other individuals.	VU	SU	N	SI	VI
d	I work to achieve goals that are common among everyone.	VU	SU	N	SI	VI
e	I accomplish my own goals as priority over achieving goals or priorities for others.	VU	SU	N	SI	VI
f	I must have accomplished personal achievements, such as a college degree.	VU	SU	N	SI	VI
g	I work to achieve open lines of communication among everyone.	VU	SU	N	SI	VI
h	I must be smarter than those with whom I work.	VU	SU	N	SI	VI
i	I facilitate the use of the collective skills or gifts of everyone involved.	VU	SU	N	SI	VI
j	I must match my behavior or style of leadership to each situation in order to achieve results I desire.	VU	SU	N	SI	VI
k	I take responsibility for the well being of those with whom I work.	VU	SU	N	SI	VI
l	I include different community players (non-profits, universities, agencies, business, etc.) in resolving issues.	VU	SU	N	SI	VI
m	I find ways to take charge over others in a group setting.	VU	SU	N	SI	VI
n	I utilize the power that I hold over others to accomplish my leadership goals.	VU	SU	N	SI	VI
o	I involve others in projects or tasks as equal leaders.	VU	SU	N	SI	VI
p	I work to improve other individuals' and groups' abilities to face fisheries challenges.	VU	SU	N	SI	VI
q	Community service is the primary goal of my leadership duties.	VU	SU	N	SI	VI
r	I believe in "born leaders," and should work to develop skills and abilities that I was born with.	VU	SU	N	SI	VI
s	I must understand my followers and change my leadership styles to get them to do what I need of them.	VU	SU	N	SI	VI
t	I bring people of diverse backgrounds together to learn from each other.	VU	SU	N	SI	VI



## 12. continued

In order to be effective as a Great Lakes fishery leader, it is most important that ...		1 Very Unimportant	2 Somewhat Unimportant	3 Neither Unimportant nor Important	4 Somewhat Important	5 Very Important
u	I generate learning about the values of diverse people and groups, and how they use the fishery.	VU	SU	N	SI	VI
v	My public speaking skills are refined.	VU	SU	N	SI	VI
w	I am responsible as a facilitator or enabler within a group leadership process.	VU	SU	N	SI	VI
x	I must always show confidence to my followers.	VU	SU	N	SI	VI
y	I must be able to influence or persuade others to do certain things.	VU	SU	N	SI	VI
z	I understand methods by which to make people do certain things.	VU	SU	N	SI	VI
aa	I take responsibility to make all key decisions within a group.	VU	SU	N	SI	VI
bb	I must reward followers for their work.	VU	SU	N	SI	VI
cc	Bringing together fisheries experts and users to resolve issues.	VU	SU	N	SI	VI
dd	I am committed to working with fisheries issues, regardless of my assigned or elected position.	VU	SU	N	SI	VI
ee	I rely on my natural skills and ability to achieve successful leadership efforts.	VU	SU	N	SI	VI
ff	I work to connect people with one another to solve fisheries issues of common interest.	VU	SU	N	SI	VI
gg	I should work to achieve benefits for everyone involved in achieving goals.	VU	SU	N	SI	VI
hh	My leadership activities promote a common good	VU	SU	N	SI	VI
ii	I am able to help people express their needs, values and opinions in a group process	VU	SU	N	SI	VI
jj	I effectively use group process when facilitating meetings	VU	SU	N	SI	VI
kk	I share my leadership skills and knowledge with others in a group	VU	SU	N	SI	VI



13. We are interested your current leadership intentions and how you view your involvement and leadership toward the Great Lakes fishery in your community and organizations. For each of the following statements, please indicate whether you Strongly Disagree, Moderately Disagree, Neither Agree nor Disagree, Moderately Agree, or Strongly Agree. Circle only one response per statement.

		1 Strongly Disagree	2 Moderately Disagree	3 Neither Agree nor Disagree	4 Moderately Agree	5 Strongly Agree
a	I am likely to help others understand how their fishing related expenditures relate to fisheries management programs and activities.	SD	MD	N	MA	SA
b	I am likely to provide leadership for raising funds for fisheries related efforts or programs	SD	MD	N	MA	SA
c	I am likely to provide leadership in projects to persuade others on fisheries related issues	SD	MD	N	MA	SA
d	I am likely to provide information and resources on fisheries to people in my community	SD	MD	N	MA	SA
e	I am likely to provide leadership in providing educational opportunities for my fisheries organization or club	SD	MD	N	MA	SA
f	I am likely to provide leadership in youth education programs	SD	MD	N	MA	SA
g	I am likely to coordinate a fisheries habitat improvement project	SD	MD	N	MA	SA
h	I am likely to initiate a group meeting or discussion with a state agency to discuss potential changes in fisheries management or regulations	SD	MD	N	MA	SA
i	I am likely to promote opportunities for my fisheries organization or club members to meet or talk with legislators to discuss fisheries issues	SD	MD	N	MA	SA
j	I am likely to provide leadership in legal actions or court processes as a mechanism of resolving fisheries issues	SD	MD	N	MA	SA

### Background Information

*In order for us to more fully understand people's responses to the previous questions, we need to know a few things about your background. Remember that your responses are completely confidential and that neither your name nor your organization or address will be directly linked to your responses in any way.*

14. In what state do you currently live? \_\_\_\_\_ STATE

15. How many years have you lived in your current State of residence? \_\_\_\_\_ YEARS

16. As a GLFLI participant, which specific Great Lake are you representing in this program?  
 \_\_\_\_\_ SPECIFIC GREAT LAKE YOU REPRESENT IN GLFLI

17. What is your current occupation? \_\_\_\_\_ OCCUPATION

18. Are you male or female?

- 1 ☐ Male  
2 ☐ Female

19. In what year were you born? 19\_\_\_\_

20. What is the highest level of formal education that you have completed?

(Please Check One.)

- 1 ☐ Less than high school graduate  
2 ☐ High school graduate or GED  
3 ☐ Vocational or Trade School  
4 ☐ Some College  
5 ☐ Associate's Degree (2 year degree)  
6 ☐ College Graduate (Bachelor's or 4 year degree)  
7 ☐ Graduate or Professional Degree

21. What is your race or ethnicity?

(Check ALL that apply.)

- 1 ☐ White  
2 ☐ Black or African American  
3 ☐ Hispanic or Latino  
4 ☐ American Indian or Alaska Native  
5 ☐ Asian  
6 ☐ Native Hawaiian or Other Pacific Islander  
7 ☐ Some Other Race

22. In what type of area do you currently live?

(Please Check one.)

- 1 ☐ Rural, Farm  
2 ☐ Rural, Non-Farm  
3 ☐ Small Town (25,000 people or fewer)  
4 ☐ Urban Area (From 25,001 up to 100,000 people)  
5 ☐ Metropolitan Area (More than 100,000 people)

23. To what fisheries organizations do you belong? (list all that apply)

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24. What other fisheries organizations do you work closely with but do not belong to? (list all that apply)

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**Thank you for your participation!**

If you have any other comments you would like to share with us, please use the space below (add additional sheets if necessary).

For more information regarding this survey evaluation, please contact:  
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